

IDAHO COMMISSION ON HISPANIC AFFAIRS

FIVE-YEAR STATEWIDE STRATEGIC PLAN 2003-2008

Approved by Commissioners:

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Representative Darrell Bolz

Representative Elmer Martinez

On this _____ *day of* _____ 2003



Mission Statement

The Idaho Commission on Hispanic Affairs is a non-partisan state agency. Providing services to the Hispanic Community and serving as a liaison between the community and government entities. Working toward economic, educational, and social equality, the Commission identifies and monitors programs and legislation, and researches problems and issues facing Idaho's Hispanic community. The Commission identifies solutions and provides recommendations to the governor, legislature, and other organizations concerning issues facing the State's Hispanic population.



Vision Statement

To be seen as a state agency that is a catalyst in providing focus, leadership and advocacy leading to self-reliance for Idaho's Hispanic population.



Operating Philosophy

The Idaho Commission on Hispanic Affairs believes in teamwork, open communication, and professionalism in serving the Hispanic population.

Maintaining a Strategic Focus

The Idaho Commission on Hispanic Affairs (ICHA) believes that a strategic plan should be a structure to help shape the agency's image and guide its activities. That process will actively work to integrate and coordinate the activities of Idaho's Hispanic leaders as partners to build greater effectiveness for the benefit of all the state's citizens.

To that end, ICHA is committed to:

- ☑ Revising ICHA's 441 Performance Measure Report to conform to this plan.
 - ☑ Implementing a set of criteria and a process by which to approve tasks or strategic actions under this plan and place them on the ICHA work plan, Thus building in this way a set of specific tasks that will constitute the ICHA work plan.
 - ☐ Reviewing, revising, and approving the strategic plan annually by reviewing the work plan during each Commission meeting.
 - ☐ Preparing and submitting an annual report to the Governor, the Division of Financial Management, and the Legislature.
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Goals or Roles of the Idaho Commission Hispanic Affairs

The Idaho Commission on Hispanic Affairs has re-organized its strategic plan in 2003 to reflect five goals that are the functions of ICHA as described in our Mission Statement. While ICHA remains committed to building partnerships that lead to real progress on our key issues, the five goals below are more in line with agency role and capability.

The five goals below are more in line with agency role they are:

- Goal 1: Problem Identification - To identify key issues facing Idaho Hispanics through outreach and active listening.
- Goal 2: Monitoring/ Research - To monitor legislation, programs, and policy proposals by defining the impact on the Hispanic Community.
- Goal 3: Propose Solutions - To develop partnerships that promote progress toward key Hispanic issues.
- Goal 4: Liaison - To serve as liaison between the Hispanic community, government entities, and service providers.
- Goal 5: Advocacy - To be a positive voice for advancing Hispanic issues.

2003 Key Issues

The Idaho Commission on Hispanic Affairs recognizes in 2003 the following key issues:

Education

Hispanics make up 11.21% of the total school population k-12 as reported in the 2001-02 Statewide Summary by the Idaho State Department of Education (SDE) and 42% of Idaho's Hispanics are under the age of 18 according to the Census 2000 Summary File. This is why there is greater emphasis on education and prevention efforts.

- **Over 50% of Hispanic 10th graders scored below proficiency on the 2003 spring Idaho Standards Achievement Test according to the Idaho State Board of Education- State wide results by Ethnicity report.**
- **18,263 of Idaho's total school population are identified as Limited English Proficient according to the 2001-2002 SDE Statewide Summary.**
- **The Hispanic drop out cohort rate reported by the SDE is 23.19% for 2001-2002**

Economic Opportunities

The unemployment rate for the state of Idaho reflects people receiving unemployment insurance benefits and many people who are out of work don't receive any unemployment insurance benefits.

- **In calendar year 2002 of 70,403 individuals that filed unemployment insurance claims, 9,585 of those were Hispanic**
- **In calendar year 2002 of 636,237 total labor force 42,690 were Hispanic**

Source: Idaho Department of Labor

Substance Abuse

Substance abuse continues to be a serious problem affecting educational achievement and family stability. The Idaho Commission on Hispanic Affairs will continue to partner with the state in educating the Hispanic population of the dangers and consequences of substance abuse.

- **Idaho has seen a 4.6% increase in drug/narcotic violations which counted for 47.5 % of the total crimes against society**
- **39.0% of adult drug/narcotic arrests were between the ages of 18-24 years of age**
- **Of the 416 total Hispanic arrests, there were 367 Hispanic adult males, and 49 Hispanic adult females**
- **Of the juveniles arrested in Idaho in 2002; 15.4% of drug/narcotic arrestees were juveniles, 58 Hispanic were males and 12 were Hispanic females**
- **School/College environment ranks fourth among locations of drug violations Incidents**

Source: 2002 Crime in Idaho, Idaho Crime Profile

Goal 1: Problem Identification

To identify key issues facing Idaho Hispanics through outreach and active listening.

Strategies

- **Community Forums** – ICHA will hold a public listening Community Forum, as an element of each of its quarterly meetings. ICHA will conduct facilitated discussions by holding community forums to assist in identifying issues facing Hispanic communities and arrange for follow-up and evaluation of each community forum.
- **Agency Meetings** – ICHA commissioners and staff will schedule meetings with senior managers of service provider agencies and other key stakeholder organizations to discuss and record key issues for the Hispanic community from their perspective. ICHA will engage in larger discussions of the Hispanic community needs with partners between the Idaho Commission on Hispanic Affairs and other government agencies meetings.
- **Individual community conversations** – ICHA commissioners and staff will seek out conversations with service providers, local leaders, business owners, and members of the Hispanic community to listen and record their perspectives on key issues to the Idaho Hispanic community. These informal listening activities will be a secondary benefit to travels around Idaho for other purposes.
- ICHA will develop a one-page survey or key issue comment form to be used at community forums, agency meetings.
- ICHA will compile all key issue reports that reflect listening activities and major themes that are found to be emerging.
- Outreach for issue identification. ICHA will seek out other inclusive and open-ended ways to gather input on key Hispanic issues. These include, but are not limited to:
 - ❑ Developing a comment form on the ICHA website with an invitation to identify key issues
 - ❑ Issuing press releases and public service announcements soliciting input on Hispanic issues
 - ❑ Staffing booths with comments forms and individual interviews at conferences and public events

Performance Measures

- *Actual number of community Forums held and follow-up and evaluation of outcomes*
- *Annual Report compiled and delivered to the State of Idaho*
- *Actual number of agency meetings and the outcome of discussions with those agencies*

Goal 2: Monitoring/ Research

To monitor legislation, programs, and policy proposals by defining their impact on the Hispanic Community.

Objectives

- *Look for where policy decisions are being made on key issues.*
- *Gather information on key issues and conduct policy analysis*
- *Pass on to policy makers concerns or benefits/opportunities generated through listening or research.*
- *Inform Hispanic community of potential positive or negative impact*
- *Develop the first Profile of Hispanic Idaho publication, modeled after the Profile of Rural Idaho.*
 - ❑ *Secure funding partners for the project*
 - ❑ *Explore and obtain all available data on Idaho's Hispanic population*
 - ❑ *Develop text, maps, charts, and tables for publication*
 - ❑ *Publish and distribute widely across the state.*

Performance Measures

Actual number of times that the Idaho Commission on Hispanic Affairs determines where policy decisions are being made, passes on concerns or benefits/opportunities generated by listening, informs Hispanic community of potential positive or negative impact.

Goal 3: Propose Solutions

To develop partnerships that promote progress toward key Hispanic issues.

Objective a) Education Key Issue

Strategic Actions

- *Collaborate and partner with other organizations in organizing and promoting the Hispanic Issues Conferences such as but not limited to “The Hispanic Issues Training Conference”*
- *Seek partnerships to help improve the performance of Hispanic students on Idaho Standards Achievement Test and/or to lower the Hispanic dropout rate*
- *Partner with AIC, Idaho Human Rights Education Center, and others on cultural awareness workshops*
- *Work in partnership with Department of Education towards the goal of addressing the lack of bilingual and bicultural Educators in the State of Idaho.*

Objective b) Economic Opportunity Key Issue

Strategic Actions

- *Collaborate with the Department of Labor in seeking statistics that will be accurate in addressing the Idaho Hispanic economy*
- *Collaborate with other organizations and government agencies to foster the development and growth of professional Hispanic individuals*
- *Advertise promotional opportunities for Hispanics within State government*
- *Sponsor an annual Hispanic Job Fair*

Objective c) Substance Abuse Key Issue

Strategic Actions

- *Collaborate with the RADAR Network center in identifying gaps within the substance abuse materials in Spanish linguistically appropriate for the state of Idaho*
- *Collaborate with others in developing substance abuse prevention strategies*
- *Continue to partner with the Department of Health & Welfare in addressing the lack of bilingual and bicultural Alcohol/Drug Counselors in the State of Idaho*

Performance Measures

- *Number of partnerships started*
- *Completion of partnerships*
- *Listing of materials updated through a link on the RADAR website*

Goal 4: Liaison

To serve as liaison between the Hispanic community and government entities.

Strategic Actions

- *Schedule, conduct, and participate in meetings with service delivery agencies on key Hispanic issues and the role of the Idaho Commission on Hispanic Affairs*
- *Develop and deliver annual report to the Governor and legislature*
- *Establish a formal process to educate, and inform the Hispanic community of issues*

Performance Measures

- *Actual number of agency meetings and outcomes*
- *Number of individual cases the Idaho Commission on Hispanic Affairs has been involved in referral.*

Goal 5: Advocacy

To be a positive voice for advancing Hispanic issues.

Strategic Actions

- *Refer individual cases to the appropriate service providers or regulator and solicit a response*
- *Advocate on key issues identified to improve self-reassurance of Idaho Hispanics*
- *Agency Meetings – ICHA commissioners and staff will schedule meetings with senior managers of service provider agencies and other key stakeholder organizations to discuss and record key issues specific to the Hispanic community from their perspective. Engage in larger discussions of the Hispanic community needs with partners between the Idaho Commission on Hispanic Affairs and other government agencies meetings*

Performance Measures

- *Have a system for tracking individual cases referred by the Idaho Commission on Hispanic Affairs*
- *Actual number of agency meetings and outcomes*

Goal 6: Commission Administration

To administer the business of the Idaho Commission on Hispanic Affairs in a competent and professional manner.

Strategic Actions

- *Hire an Executive Director*
- *Organize and carry out commission meetings*
- *Complete all fiscal management and grant administration as required by Department of Financial Management and other funders*
- *Develop and submit annual report to governor, legislature*
- *Invest in professional development of staff, especially in areas of grant writing, facilitation and partnership building*
- *Improve, maintain, refresh and monitor ICHA website*

Performance Measures

- *Work with Division of Human Resources in following procedures for hiring employees, to include an Executive Director*
- *Track all media contacts, releases and clippings, to include newspapers and television*
- *Continue partnership with Department of Financial Management and other funding sources*

Building the Idaho Commission Hispanic Affairs Work Plan

To leverage the efforts of a small staff and budget, the Idaho Commission on Hispanic Affairs starts and finishes several collaborative projects each year. Many take more than a year to complete.

Idaho Commission on Hispanic Affairs's work plan is a dynamic document. Tasks are added and removed upon completion at every Commission meeting. This work plan allocates the time of the executive director and staff and focuses the collaborative energies within the Hispanic community.

New action strategies must meet the following set of criteria and address one or more of our key issues:

- ◆ *Creates broad-based benefits or opportunities for Hispanic people in Idaho*
- ◆ *Furthers the mission of the ICHA and increases its level of collaboration*
- ◆ *Strategically addresses one or more key issues*
- ◆ *Involves multiple agencies or organizations*
- ◆ *Creates new partnerships or encourages innovation among ICHA stakeholders*
- ◆ *Requires ICHA involvement to be fully successful, i.e. ICHA adds value*